

Non-financial data/ESG-related information

Five-year non-financial data

■ Corporate governance

	June 2016	June 2017	June 2018	June 2019	June 2020	
Directors	Number of directors	13	13	14	14	13
	Percentage of outside directors	46%	46%	43%	43%	46%
	Percentage of director positions filled by women	8%	15%	14%	14%	8%
	Average attendance rate for Board of Directors meetings ¹	100%	98%	100%	100%	-
	Nominating Committee		Compensation Committee		Audit Committee	
Percentage of outside directors (June 2020)	100%		100%		60%	

1. Fiscal year basis

■ Talent

	FY2015	FY2016	FY2017	FY2018	FY2019	
Employees ¹	Number of employees	56,133	59,619	60,346	57,545	55,174
	Average employee age	38	38	39	39	40
	Average employee length of service	15	14	14	14	15
	Voluntary employee turnover rate ²	2.7%	2.5%	2.7%	3.1%	2.9%
Training	Total number of participants ³	148,406	148,951	139,504	128,863	146,538
	Percentage of employees who are female	51%	52%	52%	52%	52%
Diversity & Inclusion	Percentage of management positions filled by women (general manager and manager equivalent) ⁴	10%	12%	14%	15%	16%
	Percentage of management positions filled by employees hired outside Japan ⁵	33%	41%	44%	44%	64%
	Percentage of new graduates hired for management track jobs who are female ⁶	34%	33%	36%	32%	36%
	Percentage of paid annual leave taken by employees ⁴	64%	68%	73%	78%	78%
	Percentage of eligible male employees who take childcare leave ⁴	9%	23%	79%	100%	93%
	Percentage of employees who are individuals with disabilities ⁷	2.08%	2.11%	2.00%	2.21%	2.49%

1. As of March 31. Mizuho Financial Group (including employees seconded to Mizuho Securities), Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, and Mizuho Information & Research Institute

2. Mizuho Financial Group, Mizuho Bank, and Mizuho Trust & Banking

3. In Japan (aggregate for Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, and Mizuho Information & Research Institute)

4. In Japan as of July (aggregate for Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, and Mizuho Securities)

5. Outside Japan. Figures up to FY2018 are for Mizuho Bank only. Figure for FY2019 is the aggregate for Mizuho Bank, Mizuho Trust & Banking, and Mizuho Securities

6. For new employees hired in Japan with plans to start in April of the following year (aggregate for Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, and Mizuho Securities)

7. As of June (aggregate for Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, and Mizuho Business Challenged (special subsidiary company))

■ Environment¹

	FY2015	FY2016	FY2017	FY2018	FY2019 ³	
Total energy consumption (Megawatt hours) ²	531,357	523,309	512,691	499,334	453,129	
CO ₂ emissions (tons of CO ₂)	Scope 1	15,604	16,026	16,028	15,845	14,756
	Scope 2	221,616	213,709	202,939	191,730	169,818
	Scope 3 (business trips)	6,216	5,894	6,088	5,480	5,396

1. In principle, these data items include all the facilities of eight group companies: Mizuho Financial Group, Mizuho Bank, Mizuho Trust & Banking, Mizuho Securities, Mizuho Research Institute, Mizuho Information & Research Institute, Asset Management One, and Mizuho Private Wealth Management (data up to FY2017 are for nine companies including the former Trust & Custody Services Bank).

2. Value obtained by converting "Direct Energy Consumption" and "Indirect Energy Consumption" into megawatt hours.

3. Provisional values

Sustainable finance & Environmental finance

	FY2018	FY2019
Sustainable finance (¥ trillion) (of which environmental finance)	1.1 (0.6)	2.4 (1.1)

ESG evaluation

In light of the expectations and requirements that investors hold in regards to ESG evaluations, Mizuho Financial Group uses external ESG evaluations to consider our Key Sustainability Areas and to improve our related initiatives. We will continue to focus on expanding ESG information disclosure and engaging with stakeholders, including ESG evaluation institutions.

		Inclusion in indices based on ESG evaluation
MSCI ESG Rating A (Third out of seven stages AAA – CCC)	<ul style="list-style-type: none"> Continuing from FY2018, our MSCI ESG rating remained at “A” in FY2019. 	
FTSE ESG Rating 4.5 (Out of a maximum possible score of 5)	<ul style="list-style-type: none"> Our FTSE Russell ESG Rating rose from 4.1 in FY2018 to 4.5 in FY2019. 	
S&P Global SAM ESG Score 65 (Out of a maximum possible score of 100)	<ul style="list-style-type: none"> Our S&P Global SAM ESG score dropped from 68 in FY2018 to 65 in FY2019. However, our ranking within the financial industry (converted to a scale of 100) rose from 39th to 26th. On the basis of this score, Mizuho Financial Group was selected as a constituent of the Dow Jones Sustainability Asia/Pacific Index. 	

► Social responsibility indices which include Mizuho P22

Participation in international initiatives

In an effort to promote activities aimed at fostering a sustainable society, Mizuho participates in a variety of initiatives both in and outside Japan from a global perspective while taking into consideration our role as a financial institution.



United Nations Global Compact
(Mizuho Financial Group)



UNEP Finance Initiative (UNEP FI)
(Mizuho Financial Group)



Principles for Responsible Banking
(Mizuho Financial Group)



Principles for Financial Action towards a Sustainable Society
(Mizuho Bank)



Impact Management Project
(Mizuho Financial Group, Mizuho Bank)



Cross-Sector Biodiversity Initiative (CSBI)
(Mizuho Bank)



Equator Principles
(Mizuho Bank)



Principles for Responsible Investment (PRI)
(Mizuho Trust & Banking, Asset Management One)



Montreal Carbon Pledge
(Asset Management One)



Task Force on Climate-related Financial Disclosures (TCFD)
(Mizuho Financial Group)



CDP Climate Change Program
(Mizuho Financial Group)



Climate Action 100+
(Asset Management One)